LABOUR PROGRAM

Workplace Bulletin

March 15, 2006

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The *Workplace Bulletin*, issued by the Workplace Information Directorate, Labour Program, Human Resources and Social Development Canada, is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs. If you wish to receive this *Bulletin* **free of charge,** add your name to our mailing list.

The Workplace Information Directorate offers more information than what is listed below; go to http://www.hrsdc.gc.ca/en/lp/wid/info.shtml for a complete listing of products and services.

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Government of Canada Gouvernement du Canada

Canada

Wage Settlements

Wage settlements covering 500 or more employees
January 2006

Major collective bargaining settlements reached in **January 2006** provided base-rate wage adjustments averaging **2.5%** annually over the contract term.

The results for January 2006 are based on a review of 12 settlements reached and cover 12,270 employees.

When the parties to these January settlements previously negotiated, the resulting wage adjustments averaged 2.5%, the same as in their current settlements. Contract duration in January 2006 averaged 38.8 months, compared to 36.7 months in the previous round of settlements.

The public-sector average for 7,600 employees in 7 agreements was 2.6%. The private-sector wage increase was higher at 2.4% for 4,670 employees in 5 settlements.

On an industry basis, the largest proportion of employees (40.8%) was in the public administration sector with wage adjustments averaging 2.7%. The largest wage adjustment was in the entertainment and hospitality sector at 3.2%. The smallest adjustment was in primary industries at 1.5%.

On a jurisdictional basis, wage adjustments were largest in Quebec at 3.2% and smallest in Ontario averaging 2.0%.

The majority of employees covered (53% of all workers) in January 2006 received wage increases in the 2.0 to 2.9% range.

Average Annual Percentage Wage Adjustments by Month

	2005		2006
	November	December	January
Sectors			
Public Sector	3.0	1.7	2.6
Private Sector	1.7	2.8	2.4
All Industries/Jurisdictions			
Average Annual Adjustment	2.3	1.7	2.5
Non-COLA	2.4	1.6	2.5
COLA	1.9	2.9	3.0
First-Year Adjustment	2.4	1.2	2.4
Non-COLA	2.7	1.2	2.4
COLA	1.9	3.5	3.5
Industries			
Primary Industries	-	-	1.5
Utilities	3.0	3.1	-
Manufacturing	2.0	2.3	-
Wholesale and Retail Trade	0.8	4.2	1.7
Transportation	0.0	3.2	2.9
Information and Culture	2.0	-	-
Finance and Professional Services	2.4	1.9	-
Education, Health and Social Services	3.0	1.6	2.4
Entertainment and Hospitality	1.4	-	3.2
Public Administration	3.3	1.5	2.7
Jurisdictions			
Newfoundland and Labrador	-	1.5	-
Prince Edward Island	-	3.0	-
Nova Scotia	3.3	-	-
New Brunswick	3.0	-	-

	2005		2006
	November	December	January
Quebec	1.4	1.6	3.2
Ontario	2.7	3.0	2.0
Manitoba	2.9	3.0	-
Saskatchewan	1.1	2.4	-
Alberta	3.1	3.3	3.0
British Columbia	0.0	0.0	3.0
Territories	2.7	-	-
Multiprovince	-	4.2	-
Federal Jurisdiction	1.9	3.0	2.6

Average Annual Percentage Wage Adjustments by Quarter

	2005			
	1st	2nd	3rd	4th
Sectors				
Public Sector	2.6	2.6	2.9	1.6
Private Sector	2.4	2.6	2.8	2.1
All Industries/Jurisdictions				
Average Annual Adjustment	2.6	2.6	2.9	1.7
Non-COLA	2.6	2.6	2.9	1.6
COLA	3.0	2.4	2.7	2.5
First-Year Adjustment	2.9	2.3	2.9	1.3
Non-COLA	2.9	2.3	3.0	1.2
COLA	3.0	2.2	2.8	2.6
Industries				
Primary Industries	1.8	2.1	2.7	2.2
Utilities	3.0	2.2	1.5	3.1
Construction	2.2	3.1	3.0	-
Manufacturing	2.3	2.3	2.6	2.5

	2005			
	1st	**2nd**	**3rd**	**4th**
Wholesale and Retail Trade	1.6	2.7	2.7	1.1
Transportation	2.9	3.2	2.8	2.5
Information and Culture	2.5	1.5	2.8	2.1
Finance and Professional Services	2.4	2.2	-	2.2
Education, Health and Social Services	2.6	2.6	3.0	1.6
Entertainment and Hospitality	-	0.8	3.3	1.4
Public Administration	2.7	2.6	2.9	1.6
Jurisdictions				
Newfoundland and Labrador	-	2.5	2.7	1.5
Prince Edward Island	2.4	-	-	3.0
Nova Scotia	3.1	3.6	3.2	3.3
New Brunswick	1.7	3.3	2.5	3.0
Quebec	1.9	2.1	2.8	1.6
Ontario	2.5	2.6	2.9	2.8
Manitoba	2.6	3.8	3.2	2.9
Saskatchewan	1.5	1.9	1.1	2.1
Alberta	2.4	3.2	3.1	2.5
British Columbia	1.4	1.3	1.3	0.1
Territories	-	-	3.1	2.7
Multiprovince	-	-	4.1	4.2
Federal Jurisdiction	2.7	2.4	2.7	2.2

Average Annual Percentage Wage Adjustments by Year

	2002	2003	2004	2005
Sectors				
Public Sector	2.9	2.9	1.4	2.2
Private Sector	2.6	1.3	2.2	2.4
All Industries/Jurisdictions				
Average Annual Adjustment	2.8	2.5	1.8	2.3
Non-COLA	2.8	2.5	1.7	2.2
COLA	3.7	2.5	3.0	2.6
First-Year Adjustment	3.0	2.5	1.1	2.1
Non-COLA	3.0	2.6	0.9	2.1
COLA	4.2	2.2	3.2	2.6
Industries				
Primary Industries	2.1	2.8	3.0	2.1
Utilities	2.4	2.4	3.1	2.6
Construction	1.2	2.8	2.7	2.5
Manufacturing	3.6	2.5	2.4	2.5
Wholesale and Retail Trade	1.8	1.2	1.5	1.9
Transportation	2.8	1.6	0.5	2.9
Information and Culture	3.0	2.3	2.7	2.3
Finance and Professional Services	2.0	2.8	1.3	2.3
Education, Health and Social Services	3.0	3.3	0.8	2.1
Entertainment and Hospitality	2.6	2.6	2.7	1.7
Public Administration	2.6	2.3	2.4	2.4
Jurisdictions				
Newfoundland and Labrador	6.6	3.1	1.0	2.1
Prince Edward Island	4.9	3.2	2.4	2.5
Nova Scotia	2.5	3.3	3.7	3.2
New Brunswick	2.7	2.8	4.1	3.0

	2002	2003	2004	2005
Quebec	2.1	2.0	2.6	1.6
Ontario	3.0	3.3	3.0	2.7
Manitoba	4.0	2.9	2.6	2.9
Saskatchewan	4.0	3.0	1.0	1.9
Alberta	4.5	3.0	3.1	3.0
British Columbia	1.9	1.3	-1.6	0.5
Territories	3.0	2.5	3.0	3.0
Multiprovince	4.3	2.9	2.7	4.1
Federal Jurisdiction	2.8	1.8	1.6	2.6

Major settlements are those involving bargaining units of 500 or more employees.
For additional information, please view the *Technical Notes* (PDF format, 50 ko).
Source: Workplace Information Directorate, HRSDC—Labour Program.
Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

OTHER DETAILED TABLES

Other detailed tables include the number of agreements, employees and durations by month, quarter and year for all sectors—public and private, jurisdictions, and industries. The data is available at Other detailed tables.

Major Settlements Reached in January 2006

Industry, Employer, Location, Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Primary Industries				
Bowater Canadian Forest Products Inc. Thunder Bay, Ontario Industrial Wood and Allied Workers of Canada (CLC) woods employees	540	1.5	51.0	Nov 30, 2009
1 agreement	**540**	**1.5**	**51.0**	

Industry, Employer, Location, Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Wholesale and Retail Trade				
No Frills Franchise Stores Oakville and other centres, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (CLC) retail employees	1,500	1.7	40.4	Jan 28, 2009
1 agreement	**1,500**	**1.7**	**40.0**	
Transportation				
1641-9749 Quebec Inc. Rougemont and other centres, Quebec International Brotherhood of Teamsters (AFL-CIO/CLC) truck drivers	650	2.9	60.0	Dec 31, 2010
Penauille Servisair Vancouver Int'l. Airport, British Columbia International Association of Machinists and Aerospace Workers (AFL-CIO/CLC) baggage handlers and ramp attendants	500	2.8	48.0	Aug 31, 2009
2 agreements	**1,150**	**2.9**	**54.8**	
Education, Health and Social Services				
Dufferin-Peel Catholic District School Board Mississauga and area, Ontario Ontario English Catholic Teachers' Association (CLC) occasional teachers	880	2.0	24.0	Aug 31, 2006
Hastings and Prince Edward District School Board Belleville, Ontario Canadian Union of Public Employees (CLC) office employees; service and maintenance employees	660	2.6	48.0	Aug 31, 2008
Peterborough Victoria Northumberland & Clarington CDSB Peterborough, Ontario Canadian Union of Public Employees (CLC) support employees	520	2.5	36.0	Aug 31, 2008
Simcoe Muskoka Catholic District School Board Barrie, Ontario Ontario English Catholic Teachers' Association (CLC) occasional teachers	530	2.6	48.0	Aug 31, 2008

Industry, Employer, Location, Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
4 agreements	**2,590**	**2.4**	**37.4**	
Entertainment and Hospitality				
Station Mont-Tremblant, Société en commandite Mont-Tremblant, Quebec Fédération du commerce inc. (CSN) hotel employees	1,480	3.2	60.0	Oct 31, 2010
1 agreement	**1,480**	**3.2**	**60.0**	
Public Administration				
ATB Financial province-wide, Alberta Alberta Union of Provincial Employees (CLC) administrative services employees	1,700	3.0	24.0	Mar 31, 2007
City of Kamloops Kamloops, British Columbia Canadian Union of Public Employees (CLC) inside employees; outside employees	550	3.0*	60.0	Dec 31, 2010
Government of Canada Canada-wide, Multiprovince Professional Institute of the Public Service of Canada (Ind. National) scientific and other professional employees	2,760	2.5	24.0	Sep 30, 2007
3 agreements	**5,010**	**2.7**	**28.0**	
Agreements with COLA - 1 agreement	**550**	**3.0**	**60.0**	
Agreements without COLA - 11 agreements	**11,720**	**2.5**	**37.9**	
All Agreements - 12 agreements	**12,270**	**2.5**	**38.9**	

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For additional information, please view the *Technical Notes* (PDF format, 50 ko).
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Collective Agreement Expiries and Reopeners

The calendars of expiries and reopeners for 2006, covering 500 or more employees, are now available on the Web site at Calendars of Expiries and Reopeners.

Current and Upcoming Key Negotiations

covering 500 or more employees

Employer	*Union*	*Employees*	*Status **	*Expiry Month*
Federal Jurisdiction				
Public Sector				
Government of Canada	various unions	26,860	CO/B	May 02-Sep 05
Canada Post	CUPW/CPAA	12,630	B	Dec 05
CBC/Radio-Canada	various unions	3,230	B/CO	Dec 05/Mar 06
Communications Security Establishment	PSAC	1,000	B	Feb 06
National Research Council of Canada	various unions	1,000	B	Dec 04/Apr 05
Atomic Energy of Canada (Ont. and Que.)	various unions	710	B	Dec 05/Mar 06
Private Sector				
TELUS Corp. (Que)	CUPE	1,680	B/TENT	Dec 05/Mar 06
NAV CANADA	CAW-CANADA/ IBEW	1,620	B	May 05/Aug 05
Air Transat	CUPE	1,180	TENT	Oct 05
Hudson Bay Mining and Smelting Company	various unions	1,090	B	Dec 05
Saskatchewan Wheat Pool	Grain Services Union	750	B	Jan 06
Vancouver Terminal Elevators' Association	BCGSE	650	B	Dec 05

Employer	*Union*	*Employees*	*Status* *	*Expiry Month*
Provincial and Territorial Jurisdictions				
Public Sector				
British Columbia Health Sector	various unions	111,150	B	Mar 06
Government of British Columbia	BCGSE/PEA	27,800	B	Mar 06
Government of Nova Scotia	NSGEU/ NSTU	15,800	ARB/CO	Mar 04/Jul 05
Health Authorities of Alberta	AUPE	15,000	MED/ TENT	Mar 04/Mar 05
Saskatchewan Association of Health Organizations	SGEU	1,400	TENT	Mar 04
Government of Newfoundland and Labrador	Nurses/ Teachers	13,000	B/TENT	Jun 05/Aug 04
Government of Manitoba	MGGEU	12,100	B	Mar 06
Government of New Brunswick	NBPEA/CUPE	11,050	B/CO	Aug 04/Mar 05
College Compensation and Appointments Council (Ont.)	OPSEU	8,600	WS	Aug 05
Government of Ontario	Police	7,680	B	Dec 05
City of Winnipeg	various unions	6,130	B/TENT	Dec 05
City of Edmonton	various unions	5,600	B	Dec 05
Government of Quebec	Police	4,800	B	Jun 02
Hydro-Québec	CUPE	3,200	B	Dec 04
University of Montréal	CUPE	2,000	B	Nov 05
University of Toronto	Steelworkers	1,300	TENT	Jun 05

Employer	*Union*	*Employees*	*Status* *	*Expiry Month*
Private Sector				
B.C. Construction	various unions	26,000	B	Apr 04
Bombardier Aerospace (Que.)	Machinists	6,300	B	Nov 05
Fishery Products Intl. Ltd. (N.L.)	CAW-CANADA	2,500	B	Mar 05

* ARB Arbitration
B Bargaining
B/WS Bargaining after work stoppage
CO Conciliation
MED Mediation
M/WS Mediation after work stoppage
PAB Post-arbitration bargaining
PCB Post-conciliation bargaining
PMB Post-mediation bargaining
TENT Tentative settlement
WS Work stoppage

Upcoming Key Negotiations

Employer	*Union*	*Employees*	*Expiry Month*
British Columbia Public School Employers Association	Teachers	42,000	Jun 06
Health Sectors in Prince Edward Island, Nova Scotia, Ontario and Manitoba	various unions	35,106	Mar 06
Air Canada	various unions	30,790	Jun/Jul 06
Loblaws (Ont.)	UFCW	15,000	Jul 06

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Major Work Stoppages

Major work stoppages involving 500 or more employees from **February 17 to March 2, 2006**

An updated weekly report and a full year-to-date listing are available at Major Work Stoppages

Employer, Location, Union and Employees	*Issues*	*Starting*	*Ending*
City of Montréal, Montréal, Quebec Canadian Union of Public Employees 1,600 outside employees	Demonstrations against arbitration award	Feb 21/2006 illegal strike	Feb 21/2006
Stora Enso Port Hawksbury Limited, Point Tupper, Nova Scotia Communications, Energy and Paperworkers Union of Canada 670 mill and clerical employees	Subcontracting	Jan 26/2006 lockout	
City of Guelph, Guelph, Ontario Canadian Union of Public Employees 500 inside and outside employees	Not available	Feb 15/2006	Feb 27/2006

Success and Failure Factors of Value – Added Production Programs at Poudres Métalliques du Québec in Tracy, Quebec

Steve Morin, Industrial Relations Department, Québec Fer et Titane
Reynald Bourque, Full Professor, École de relations industrielles, Université de Montréal

Over the last two decades, the evolution of the economic environment and the internal dynamics of industrial organizations have prompted many companies to revise their management strategies to adapt to the new requirements of world-wide competition. These companies have adopted new work organization models in order to increase productivity, and thus their competitiveness in their respective markets. In this way, teamwork has been encouraged by many companies with a view to increasing functional flexibility and worker participation in the production process. This article is aimed at identifying the main contributing factors to the success or failure of teamwork within the framework of a value-added production (Impact-VAP) program implemented by a steel company from the Sorel-Tracy region in Quebec.

The above is a summary of a full article available at List of articles and case studies.

Coming in the Next *Bulletin*

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- 2006 Major Work Stoppages—Update
- Readers' Corner
- Etc.

FOR MORE INFORMATION

Please feel free to forward the *Bulletin* to all interested parties. Feedback and comments regarding this bulletin are welcome.

For more information, please contact:

Client Services: 1 800 567-6866

Ottawa-Gatineau area: 819 997-3117

Web site at http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

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